

Pirate Impact Capital is looking for an

Investment Associate / Investment Manager

About us

Pirate Impact is the family office of Fabian and Ferry Heilemann. We focus on stage-agnostic investing in climate tech & social impact companies in the EU/US and are driven by the ambition to systematically transform our economy towards impact capitalism. We aim to inspire like-minded citizens, entrepreneurs, and investors and believe in the power of collaboration. You can find out more about us on <http://www.pirate.io>.

Why join?

We are at a critical time in our history. Climate change has become the biggest threat to our planet and future generations. Social injustice and inequality are increasing.

With our family office, we are looking to create an enormous positive impact on the planet and society, turning the challenges we are facing into an opportunity to create a better future.

We are looking for an impact rockstar who is driven by creating a positive impact, who is seeking for a job with high responsibility in a flexible, international, and welcoming work environment, who has some previous investment experience and an affinity for detailed analysis and numbers, and who simply wants to support our mission and make a difference.

Your Responsibilities

- Help refine and execute our **investment strategy** on how to identify the most promising ventures within our key impact investing areas, incl. **deal screening** (call and/or meet with founders, evaluate opportunities), documentation of deal flow (summarize call notes, enter deals into CRM), and networking with other VCs and co-investors.
- Conduct **market research** and analyze market trends to help identify new investment trends and opportunities in the impact entrepreneurship ecosystem.
- Perform **due diligence**, incl. 1) gathering information from target companies and relevant references, customers, and industry experts, 2) researching potential competitors to the target company as well as evaluating the target company's technology & IP and overall positive impact, 3) conducting financial/valuation analysis via modelling, impact assessments, and validate hypotheses, and 4) preparing internal investment memos.
- Support in **portfolio management**, such as business and financial plan validation, tracking of key (impact) objectives, metrics, and reporting, knowledge sharing and facilitating access for the portfolio companies to the pirate network to best help accelerate the impact and long-term success of our portfolio companies.
- Attend **conferences** to meet entrepreneurs and build relationships within the ecosystem to identify new investment opportunities.

Qualifications & profile

- University degree from a top school and some working experience (2-4 years preferably) in top tier (impact) VC firm, preferably focused on later-stage/growth investments
- Deep knowledge of current trends & developments in the impact investing scene, with focus on technologies & levers to combat climate change & environmental degradation as well as promoting social equality
- Outstanding analytical and research skills and orientation for details, incl. strong knowledge of excel
- Experience with cashflow modeling and investment valuation techniques
- Ideally, a network within and affinity for the venture capitalist, startup, and sustainability scene
- Independent, solution-oriented thinker and worker, team player with an entrepreneurial, creative problem-solving and self-starter mindset
- Excellent and emphatic communicator (written and verbal) with diverse target groups
- Ability to work and prioritize effectively in a fast-paced environment and manage many parallel tasks
- Mission alignment on impact and sustainability that can be seen in behavior and decision making
- Full professional proficiency in English as a must, fluent in German as a nice to have

Your package

- Competitive salary plus carried interest participation
- Possibility to work from home or in co-working space in Berlin
- Opportunity to work with an amazing team striving to create an enormous impact for the planet and society as well as in the investment and startup community
- Access to a gigantic network in the startup, venture, and sustainability ecosystem
- The opportunity to embark on a new adventure with myriad possibilities to drive and develop and shape your own tasks, your topics, and the outcome

Equal opportunity employment

Pirate Impact is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Further information:

Location: remote or Berlin, Germany (valid EU work permit necessary)

Contact: join@pirate.io

Job type: fulltime, starting as soon as possible

Your application: CV and cover letter (incomplete applications will not be considered)

